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ON-SET TRAINING INITIATIVE

Industry Best Practices Guide

The future is collective.



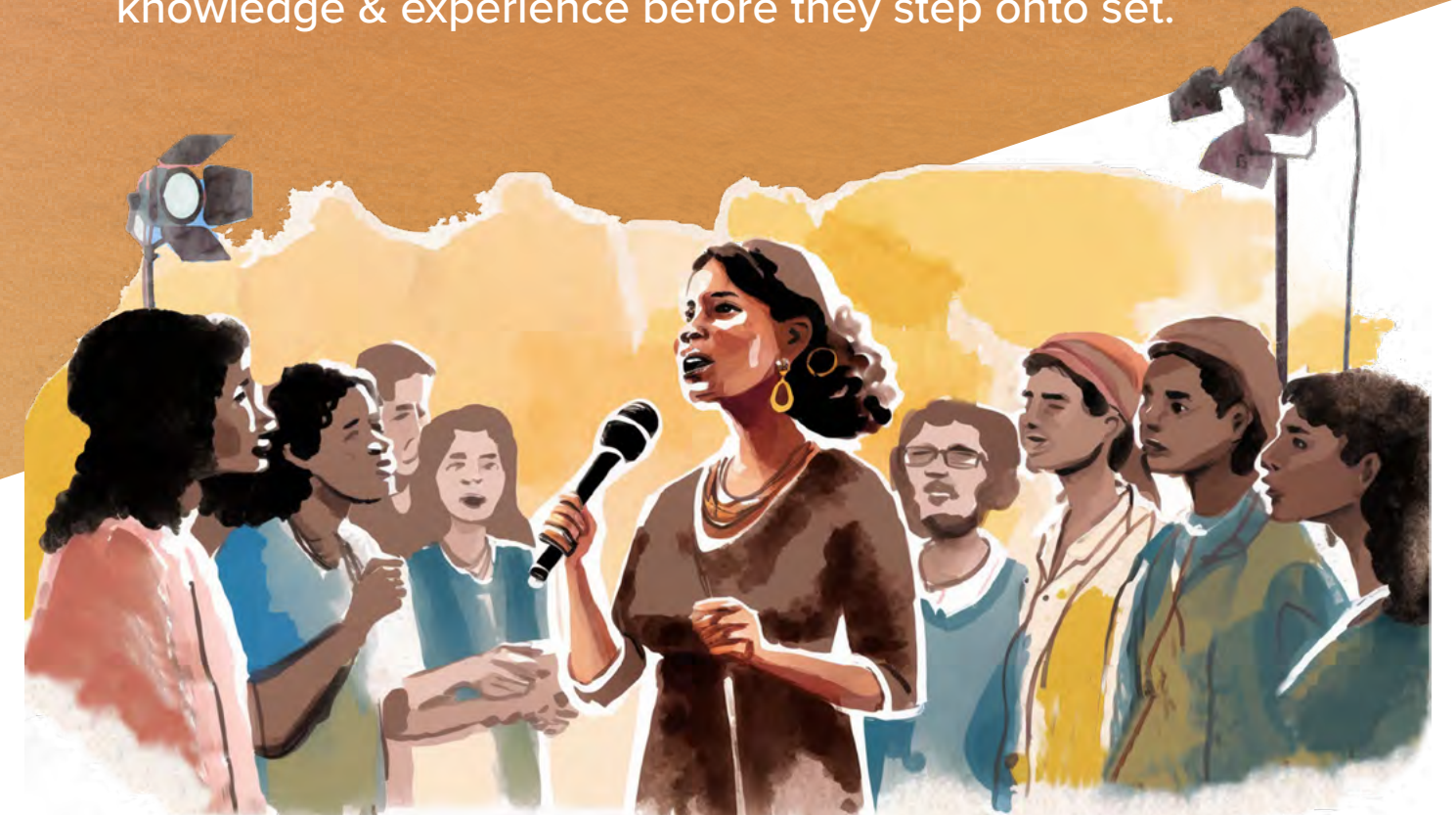
Best Practices for On-Set Equity, Diversity & Inclusion (EDI) Initiatives



- 1** Understanding your objectives is critical to integrating EDI into your overall company strategic plan. Set clear goals and objectives that align with the values of your company and use them as a guide to measure progress.
- 2** Creating industry partnerships is essential to getting support and buy-in from the industry. Seek out and partner with industry leaders who share your commitment to EDI.
- 3** Formalizing basic policies can help to set clear expectations and guidelines for EDI initiatives. Establish policies for hiring, mentorship, and inclusion that align with your values and objectives.

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- 4** Shifting your recruitment strategy to engage existing EDI community partners and BIPOC leaders is important for attracting diverse talent. Seek out partnerships and collaborations with community organizations and leaders to connect with a broader pool of talent.
- 5** Budgeting for costs of mentorship is important to ensure that trainees have access to the support and resources they need to succeed.
- 6** Creating time and space in the shoot schedule for accompaniment is essential for the success of the trainees. Schedule adequate time for mentors and trainees to work together and create an environment that is conducive to learning and growth.
- 7** Incorporating trainees into the pre-production process is critical for success on set. Involve trainees in all aspects of pre-production to ensure they have a solid foundation of knowledge & experience before they step onto set.



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- 8 EDI initiatives need to be supported from the top down, and it is important to get buy-in from department heads to ensure success.
- 9 Creating different options for levels of entry into the set (shadow, assistant position, crew position) can help to provide opportunities for individuals at different stages of their career.
- 10 Understanding and communicating that accompaniment is a two-way street is important. Both parties benefit from the relationship, and it is essential to recognize and acknowledge the contributions of both mentor and trainee.
- 11 Net weaving and building long-term relationships are critical for the success of EDI initiatives. Build a network of partners, mentors, and allies who can support your efforts and help to drive change.

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- 12 Documenting the process is essential for measuring progress and sharing learning with others. Keep detailed records of your EDI initiatives and use them to guide future efforts.
- 13 Creating avenues for knowledge sharing can help to promote continuous learning and growth. Provide opportunities for trainees, mentors, and others to share their experiences and insights.
- 14 Developing a system for measuring outcomes and collecting data is critical for tracking progress and identifying areas for improvement. Use data to inform your EDI initiatives and make adjustments as needed.
- 15 Recommending talent with other crews can help to promote diversity and inclusion across the industry. Share the names of talented BIPOC individuals with other industry professionals and help to connect them with new opportunities.



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